

MARES, MANUEL A.  
185

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CONF025204

DYKES\_I\_014482

## CONFIDENTIAL RECORD SHEET

REGISTRATION, SUBSCRIPTION AND STATISTICAL SERVICE

APPENDIX A

BOY SCOUTS OF AMERICA

DATE 10/16/85

FULL NAME MANUEL A. MARES SOCIAL SECURITY NUMBER [REDACTED]  
(No initials if you can possibly get full name) Drivers License-583903471  
ADDRESS 185 Chestnut Hill Ave. Apt#1 --- 82 Bay State Rd. Apt-1  
CITY Boston STATE Mass. ZIP CODE 02135  
DATE OF BIRTH 7/27/55 (This is important and should be exact)  
APPROXIMATE AGE 30 (To be used ONLY when date of birth is not known)  
RELIGION Catholic NATIONALITY Spanish  
OCCUPATION Spanish Teacher--speaks, reads and writes French  
EDUCATION Boston Univercity--BA Degree Graduated 1982  
WEIGHT 145 lbs HEIGHT 5'5" RACE \_\_\_\_\_  
COLOR OF HAIR \_\_\_\_\_ COLOR OF EYES \_\_\_\_\_  
OUTSTANDING CHARACTERISTICS OR INTERESTS Rountable-Camp Master Training-Camp Sayre  
MARRIED OR SINGLE Single CHILDREN \_\_\_\_\_  
(Number, ages, and names, if possible)  
NAME OF SPOUSE \_\_\_\_\_

SCOUTING CONNECTIONS:

UNIT #	CITY	STATE	POSITION	DATE REGISTERED	DATE RESIGNED
Pk-3	Brighton	MA	Comm. Member	1983	1984
Pk-3	Brighton	MA	Asst. Web-Den L	1983	1984
Pk-3	Brighton	MA	Asst. Cub Master	1984	1985

SPECIAL RECOGNITIONSUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS:

Resigned in the face of alleged charges of immoral or indecent conduct, although no formal admission occurred. Was given opportunity to vindicate himself though.

SPECIFY THE FACTS WHICH LEAD YOU TO RECOMMEND DENIAL OF REGISTRATION AND LIST ATTACHED SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS, NOT RUMOR, CONJECTURE OR SPECULATION):

STARON  
OCT 16 1985

RS-509  
4/14/83-nah

NOTED  
JAN 28 '86  
JOSEPH L. AGLIM

Signed by Regist. at National-Texas  
SCOUT EXECUTIVE  
Council #922--Unit-8627

CONF025205

DYKES\_I\_014483

January 30, 1986

Mr. Erik L. Nystrom  
Scout Executive  
Greater Boston Council, No. 227

PERSONAL AND CONFIDENTIAL

SUBJECT: Manuel A. Mares

Dear Erik:

Thank you for the detailed information concerning the above Scouter. We have reviewed this case with our Attorney and have now placed this man on the Confidential File.

Sincerely,

Paul Ernst, Director  
Registration, Subscription &  
Statistical Service

spn

cc: Northeast Region

READY FOR FILE  
JAN 30 1986  
CARMEN FREEMAN

CONF025206

DYKES\_I\_014484

Co. 227

Cross off Pro roster  
and Drop on MSMA  
Reg. + mag.

Mmanuel Mares

already  
noted on field sheets as  
922-8627  
Separated 8-31-85.

Dropped on MSMA in

227-C3060 pos. CA Mait.

922-D8627 pos. 53-94 Reg.

999-Z0001 Bay's Life Ttg.

185 Chestnut Hill #1

Brighton, MA 02135

READY FOR FILE

OCT 18 1985

SANDI MEUSE

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To: Whom It May Concern

Statement of Meeting Held - Aug. 22, 1985 / 3:45 PM - 6:30 PM

Attending: Manuel Mares - District Executive

Robert Rose - Area Director

Steve Whitney - Field Director

Erik Nyström - Scout Executive

RECEIVED  
SEP 27 1985

PERSONNEL DEPT.

Person For Meeting: To address Manuel regarding informal charges that had been brought against him by two boys <sup>with</sup> their mother present. Charges purportedly stemmed from Hub 2 provisional camp where Manuel was a provisional leader. The charges, if true, were of the nature of immoral or indecent conduct which would be immediate grounds for suspension and eventually, dismissal.

- I (Erik Nyström) opened the meeting, indicating to Manuel that we had a very delicate and sensitive matter to discuss with him that (if true) could be grounds for suspension and potential termination. However, we wanted Manuel (his) reaction and were not assuming anything at this point.

- Steve Whitney, Manuel's supervisor then addressed Manuel with the fact that testimony from several boys (with their mother present) had necessitated this meeting. The testimony had incriminated Manuel.

as committing acts of an immoral nature not expected of anyone in Scouting much less a professional. Steve Whitney indicated if there was a degree of truth to these charges, it would necessitate Manuel resigning from the Council and the Boy Scouts or his immediate suspension and termination.

- Bob Rose, Area Director then explained to Manuel more explicitly the nature of the charges so there would be no misunderstanding or confusion. Mr. Rose indicated that if there was a "thread of truth" to these accusations the best course of action for all concerned parties would be for Manuel to resign from the Council and the Boy Scouts. He indicated that a simple non-incriminating resignation letter was available for that purpose. On the other hand, Bob indicated if the charges were false he (Manuel) should say so and elect to encourage that additional investigation be done so as to clear Manuel's name and the charges be exonerated.

- I (Ex. K system) explained to Manuel that his suspension would occur while the investigation went on (but it would be <sup>kept</sup> confidential) and should the facts prove him innocent he would be reinstated with all back pay and benefits reinstated immediately.

- Bob Rose explained to Manuel that this was his career and his choice as to how one might proceed and restated alternatives. Rose indicated that the Council and the movement would stand

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with Maxwell doing whatever was necessary to thoroughly investigate the matter and that should be Maxwell's choice as to course of action if there was no truth to the allegations as presented earlier.

- Maxwell denied all allegations, but at no time during the next 1 1/2 hours of discussion, he clarification of the charges and presenting the alternatives again did Maxwell vehemently protest the charges or elect to pursue further investigation. Whitney, Nyström, Rose served as reluctant as Maxwell's partner to promulgate further investigation. It was also clear that Maxwell was extremely reluctant to make the decision to resign from his chore career. During the course of discussion back and forth, Nyström, Whitney & Rose indicated the "PERSONAL" nature of these charges and that his was a "personal" decision which we would support. Maxwell consistently tried to reason if pats on the back or as he brought up - sharing his sleeping bag with some other scouts on a cold night might be misconstrued as "sexual advances" or when ghost stories frightened the kids all grabbing each other could be misinterpreted as the same. But Rose repeatedly told Maxwell the specific nature of the charges the Council had secured and indicated that there could not be confused with pats on the back reference (touching scout's cheek, stomach, crotch & legs). Rose said either you

did or didn't do there as charged. Rose said, if you didn't then protest then and we'll allow an investigation to continue in your behalf but if there's a "through the hole" to the charges ~~as~~ he best elect to resign. "But it's your choice regardless", Rose said. "The movement will support your decision whichever it is to a resolution of the matter."

"This is your profession" he said "and career". Mawry asked if he resigned whether he would ever be considered for another position at a future date or time.

Although Rose couldn't absolutely rule it out, he indicated that it was extremely unlikely that the BSA would employ Mawry elsewhere or in the future based on the nature of the charges that would contribute to an and decision to resign.

Mawry on numerous occasions asked for names of his accusers and requested the opportunity to sit down with them and try to resolve the matter. Rose, Nyström and Whitney indicated that this was not an alternative unless by due process of further investigation this occurred ~~by due process~~ and that the families confidential would be maintained. Accusations and testimony having already been given to the Council, prohibits this approach being exercised.

On many or numerous occasions mentioned his great work, his spirit being left in the back and his dedication for scouting and performance. Steven Bob & Erik echoed and repeatedly praised Mawry for his performance and work as a Scout professional, but I (Erik)



Explained that although his <sup>work</sup> performance had been exemplary  
it was not at issue here, but if it was the Council had  
conferred a promotion on Manuel just before the charges  
were lodged. This was evidence of his (Manuel's) work  
performance and that was accepted that.

• Manuel gave the appearance of one caught between  
a rock and a hard place with neither location acceptable  
the new one or partial his union in right court indignation.  
His mind was working through both our conversations always  
hoping for some other way to resolve the matter surfacing.

• Manuel on numerous occasions indicated that resignation  
was probably the best course to help sort out the  
Council. Bob Stone and I refused to accept resignation  
those grounds proffered by him doing it for the Museum  
the Council, Volunteer Center, Scouting room etc. We  
kept reaffirming that the decision to resign should occur  
in response to the explicit charges personally lodged  
against him.

• Again and again we said to Manuel, if the charges are  
false, deny them and let us investigate further. Manuel  
would deny charges, but would not get at any time to let the  
investigation proceed to the next steps or that investigating firm  
is the alternative that he would choose. He asked  
how the decision might be arrived at as the final resolution  
and who might be involved in that decision or how many people  
would be talked to and how many other members need to follow  
up.

• At about 6:00 p.m. Manuel without prefacing remarks and understanding clear the charges, implications and consequences of action available to him signed the resignation recognizing that the Council could not guarantee that personal legal action by any of the parties to the complaint or others was not ruled out after signing the resignation. Bob Rose suggested to Manuel that he move it a deliberate controlled pace and not to react or do anything foolish as other considerations were possible.

• There are the facts, or best I can recall leading to the voluntary resignation of Manuel Munoz on Thursday August 22, 1985. Manuel was asked to prepare a simple check-out report and share with my team which he did.

Carl Shup  
8/23/85



greater boston council  
BOY SCOUTS OF AMERICA  
891 Centre Street, Boston, Massachusetts 02130  
617-522-3000

MEMORANDUM

To: Erik Nystrom  
Scout Executive

From: Manuel Mares

Date: August 22, 1985

Please accept this notice as my resignation as District Executive and member of the Professional staff of the Greater Boston Council, Boy Scouts of America...effective today, August 22, 1985.

Manuel Mares

RECEIVED  
SEP 27 1985  
PERSONNEL DEPT.



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RECEIVED  
SEP 27 1985  
PERSONNEL DEPT.

WUB - INCIDENT REPORT

August 11, 1985

Westerman received a phone call Tuesday AM August 13, from [redacted] registered as a UEL in Torchester Park LL.

[redacted] was a dating friend of Art Shepard in Aurora district. Prior to calling [redacted], [redacted] called [redacted] and shared facts relating to the incident, and learned that for a solution Hennabry should call [redacted] or [redacted]. Noel Scherschmidt was informed of the situation by Shepard.

[redacted]'s son was a part of [redacted] the [redacted] camp week of August 11. The son related this story to his father on way home from camp.

In their 18 composite, after lunch on Wed or Thurs, [redacted] was seen by [redacted] to be pulled into a latrine by some adult. [redacted] identified the adult as [redacted]. During the time [redacted] and [redacted] were in the latrine, [redacted] became frightened. He states [redacted] made motions with his hands in front of (his own - [redacted]'s body - unknown) which led him to believe he was going to be touched.

[redacted] told the adult he heard his friend [redacted] call him, and ran away.

[redacted] states the only time he was touched was when [redacted] placed his arm around his shoulders and steered (pulled) him into the latrine.

[redacted] also told by [redacted]'s son that [redacted] had several boys sleeping in [redacted]'s tent with him. Note: that Eugene [redacted] also had boys in his tent. There were XX 35 boys in the site, and it was pretty crowded. [redacted] and [redacted] from troop 11 were the boys in [redacted]'s tent.

At the time this memo is being written, the only person presenting information direct to Westerman is [redacted] Hennabry.

[redacted] will follow up with an interview with [redacted] of his [redacted].

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HUB B INCIDENT REPORT

AUGUST 15, 1985

\_\_\_\_\_ set up a meeting between \_\_\_\_\_, \_\_\_\_\_ and Mrs. \_\_\_\_\_ and himself for 2:45 pm 8/13, at the Martin Nursing Home. \_\_\_\_\_ later called with the message that he couldn't attend.

The meeting was held anyway between Whitney, \_\_\_\_\_ and Mrs. \_\_\_\_\_. \_\_\_\_\_ had briefed his mother; who spoke fairly good English and remained quite calm throughout the meeting. \_\_\_\_\_ seemed to be an alert and well behaved boy. He greatly enjoyed his camp experience.

\_\_\_\_\_ 's story: After lunch on Wednesday or Thursday he and his friend \_\_\_\_\_ had returned to the campsite. Mr. Tinnery had gone to Wild Goose to pick up some shirts. Manny Mares was standing near the latrine. Mares reach out and put his arms around \_\_\_\_\_ 's waist, walking him into the latrine. Mares was facing \_\_\_\_\_ 's back during this time. Fearing that something may be wrong, \_\_\_\_\_ claims to have whispered to his friend \_\_\_\_\_ "call for me". \_\_\_\_\_ did call out for him, and \_\_\_\_\_ told Mares "My friend \_\_\_\_\_ is calling me, I have to go". Mares then let \_\_\_\_\_ go, and \_\_\_\_\_ rushed out.

\_\_\_\_\_ said that at no time was he touched in any other way by Mares. He was not asked to do anything by Mares. When \_\_\_\_\_ asked several questions concerning possible hand motions that Mares might have made, \_\_\_\_\_ stated quite firmly that he had seen no handmotions. "I wasn't facing him, so I couldn't see anything."

\_\_\_\_\_ said that nothing happened in the latrine, but he feared that something was going to so he quickly got out. \_\_\_\_\_ asked what made him think that he might be touched. \_\_\_\_\_ replied that some of the scouts had said that he \_\_\_\_\_ (Mares) was gay.

\_\_\_\_\_ said that he told only \_\_\_\_\_ about the incident, but \_\_\_\_\_ or \_\_\_\_\_ might have told others. \_\_\_\_\_ asked if he had heard of other incidents involving Mares. \_\_\_\_\_ offered:

- 1 He had two scouts sleeping in his tent. When \_\_\_\_\_ asked further questions he answered- Yes, Mr. T had two scouts with him, and no, there were some other tents that had extra empty bunks.
- 2 Later the same day as the incident, a scout named \_\_\_\_\_ (he never knew the last name) from Troop 213? came up to him (\_\_\_\_\_ ) and told him that Mares had touched him also.

Mrs. \_\_\_\_\_ said that she wanted her son to remain a scout. "He likes it, it's good for him, and if I made him quit \_\_\_\_\_ would think I was punishing him for telling me what happened. He wouldn't want to come to me with any problems after that."

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"I just want to make sure that something like this won't happen to [REDACTED] again." [REDACTED] answered that we couldn't yet be sure of the outcome of this investigation, she could rest assured that Mares would not be in a camping situation with her son's troop again.

[REDACTED] talked to [REDACTED] on the phone on 8/16., explaining the results of the meeting of the day before (omitting [REDACTED]'s comments about [REDACTED]). [REDACTED] stated that Mares had been a good friend and had helped him and the troop get started. He had gone on three weekend camping trips with the troop in the past, and he had no problems of any kind in the past. "I feel caught inbetween a friend and a scout, but I thought that I should notify someone." To date [REDACTED] has only told Art Shaw (who told Noel Schaarschmidt and Jim Westerman). [REDACTED] would like to know the results of this investigation, but knows that it might take a few weeks to complete.

Steven Whitney

The only "Due d" at H-5 B cost:

[REDACTED]

B-5

HVS 2 INCIDENT REPORT

AUGUST 19, 1985

As a followup to the interview with [REDACTED] and Mrs. [REDACTED] in their home at [REDACTED] in the South End. [REDACTED] Mrs. [REDACTED] had no idea as to why I had requested the meeting. She spoke good English and remained calm, controlled and attentive throughout the meeting.

[REDACTED] asked [REDACTED] how he enjoyed camp. [REDACTED] said it was great, especially swimming. When asked if he had had any problems at camp, maybe with one of the leaders he ([REDACTED]) said no. [REDACTED] then asked if a leader had touched him at camp. [REDACTED] replied that Mares had grab him by the shoulder once and made him sit down and watch some demonstration that was going on. Mares had said "Shut up and learn something"; [REDACTED] admitted that he had been goofing around at the time. [REDACTED] then asked [REDACTED] if this was the only time that a leader had touched him. [REDACTED] shook his head in the affirmative.

Digging further, [REDACTED] asked [REDACTED] if he knew a scout named [REDACTED]. [REDACTED] said yes. [REDACTED] told [REDACTED] that [REDACTED] had told him ([REDACTED]) that he ([REDACTED]) had told him ([REDACTED]) that Mares had touched him ([REDACTED]). [REDACTED] then asked [REDACTED] if this touching [REDACTED] on the shoulder and making him sit down was what [REDACTED] meant. [REDACTED] looked embarrassed, then said no, That Mares had touched him twice another time.

[REDACTED] said that sometime early in the week, Mares had told [REDACTED] to sit down (on a log?) next to him. (Mares then started touching his [REDACTED] chest, then stomach, then crotch ([REDACTED] up with [REDACTED] in the area)). Apparently Mares did this with [REDACTED] saying nothing, and asking nothing of [REDACTED]. [REDACTED] then "got up and left". Whitney asked why he did not tell [REDACTED] [REDACTED] said that "I think that I did tell Mr. [REDACTED] [REDACTED] told me to go to a program area. I [REDACTED] filled up."

[REDACTED] asked if any of the other scouts had been touched. [REDACTED] said that [REDACTED] of the other kids were touched. When [REDACTED] asked [REDACTED] could only remember [REDACTED] [REDACTED] said " [REDACTED] (real name unknown).

[REDACTED] then talked alone with Mrs. [REDACTED] about the incident. She said that this was the first she had heard of this. She stated that [REDACTED] was shy and often didn't confide in her. She believed that [REDACTED] is telling the church about the incident and is afraid that "Manny" might try it again with some other boy.

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Whitney found it difficult to interview [REDACTED]. He spoke very haltingly throughout and often mumbled his responses, in short or incomplete sentences. [REDACTED] seemed Hazy on the facts, which [REDACTED] had to draw out of him. I am not convinced that he was telling the story completely or accurately. His responses came only after Whitney prompted him, and possibly lead him. His mother is convinced of [REDACTED]'s story and truthfulness. I asked Mrs. [REDACTED] to talk more to [REDACTED] about this incident over the next two days. I will then recontact her to get more details or facts that may have been overlooked in our meeting.

Steven Whitney

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His "●" Incident ●

August 20, 1985

1. [redacted] phone Whitney with more  
[redacted] ls. She said that [redacted]  
remembered that 5 other boys had  
been touched by Mares.

1. [redacted] (?)
2. [redacted] - ?
3. [redacted]
4. [redacted] Two twin brothers

15. [redacted] learned from [redacted] that:  
"I was sitting reading a comic book  
when Mares called me over and had me  
sit next to him. He put his arm  
around me and talked to me. He  
put his other arm on my chest,  
then I down to my stomach.  
Then he put his hand down to  
my crotch and rubbed it for a while.  
He continued to talk to me like  
nothing was happening. He then slid his  
hand down to my leg and rubbed that  
for a while before returning to my crotch  
and rubbing it." [redacted]

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